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than those indicated above. They offered from 10-25 per cent. of the gross income of the new lines; but the city has decided that it will ask permission from the general government to construct, own, and operate these new lines itself.

EDMUND J. JAMES.

THE UNIVERSITY OF CHICAGO.

THE PENSION SYSTEM OF THE CHICAGO AND NORTH-WESTERN RAILWAY COMPANY.

At a meeting of the board of directors of the Chicago and North-Western Railway Company, on December 12, 1900, President Hughitt presented a plan for pensioning employees who have rendered the company long and faithful service. The plan was adopted and provision made for its inauguration on the first day of the new year. A pension board of five officials of the company was appointed and an appropriation was made of \$200,000, or so much of it as might be needed.

The plan provides for pensioning all employees who have fulfilled certain conditions, entirely at the expense of the company. In the latter respect the system departs from all beneficiary or insurance plans to which employees are contributors. The pensioners fall into two classes. All employees who have attained the age of seventy years, who have been thirty years in the service of the company, shall be retired and pensioned. This clause is not mandatory in its application to executive officers appointed by the board of directors. All employees sixty-five to sixty nine years of age, inclusive of both years, who have been thirty or more years in the service, and who may have become incapacitated, may be retired and pensioned at the discretion of the pension board.

The size of the pension any one will get depends upon two conditions, the number of years of service and the amount of pay received. To be exact the monthly allowance paid each person granted a pension will be, for each year of service 1 per cent. of the average regular monthly pay for the ten years next preceding retirement. Thus no person pensioned will receive less than 30 per cent. of his salary. To have a concrete illustration of what a man would receive who has just been placed on the pension roll let us assume that his average monthly pay for the ten years next preceding the time of his retirement was \$100, and the years of his service were 31.5, then his monthly pension would be 31.5 per cent. of \$100, or \$31.50. One of the first persons to be

placed on the roll had been fifty-three years in the service of the company and thus continues to receive more than one-half of his regular pay.

GEORGE G. TUNELL.

STATE UNIVERSITIES AND LABOR BUREAUS.

THERE are in the various commonwealths of the United States thirty-six labor bureaus established under the authority of the law. These bureaus are departments of state governments established for the purpose of inspecting factories and enforcing the labor laws. Usually another duty, largely incidental, has accompanied the organization of the labor bureaus, and that has been the collection of statistics in regard to wages, the number of factories, their capitalization, and product. The offices thus created by the law in the labor bureaus owe their existence to the pressure brought upon the various legislatures to grant direct representation to the laboring element in the commonwealth government. In consequence the appointment of officers to fill these positions has nearly always been made from the labor organizations, while any attempt to select men outside of the trade unions has been met with opposition and fierce denunciation.

As indicated above there are two classes of duties for the work of the labor bureau. The first may be regarded as a police function which is seen in the inspection of factories, the enforcement of law in reference to fire escapes, sanitary conditions, and the payment of wages. The second duty is found in the collection of statistical matter, largely for the purpose of indicating whether wages are rising or falling, and what is the condition of the laboring classes. Rarely has this work been done well. Occasionally a man is found in the office of labor commissioner who has gathered data and has analyzed it in a scientific way, but more often the man who has been appointed is not a skilled statistician, in fact, may not even be an educated man. It would seem wise, therefore, that the two functions, police duties and the collection of statistical matter, should be separated. There are in our commonwealth governments too many departments engaged in the enforcement of rules and regulations. An instance of this statement may be seen in the oil inspectors, boiler inspectors, food inspectors, sanitary inspectors, and labor commissioner, all of them